

Message from the Chief

Chief's Memo – April 3, 2006

CDF Organizational Questions

The most commonly asked questions I receive these days from CDF personnel relate to supervisor and manager vacancies, compensation, and benefits. These questions come from rank and file, as well. Everyone is legitimately concerned about what is going to happen. I totally understand these questions and I am working with Secretary Chrisman and CDF management services staff on addressing the issues. However, aspects of what I do, even at the risk of looking like I'm not doing anything, are confidential. Furthermore, I cannot guarantee outcomes. While I cannot share details, I can tell you that the outcomes I hope to achieve include the following:



- 1) Provide certainty to chief officers regarding the 1-12-06 Department of Personnel Administration (DPA) split pension PML by providing a date certain for closing of the split pension calculation.
- 2) Implement 3% @ 50 for supervisors and managers in CDF with a 90% cap (grandfathering those persons who made retirement decisions based on information provided by DPA)
- 3) Implement an inversion solution which fairly addresses disparity
- 4) Implement the CDF Succession Plan Budget Change Proposal (BCP)
- 5) Communicate the decision to be implemented to Chief Officers and CDF Firefighters, Local 2881 as soon as possible.

The timeline I am seeking is prior to July 1, 2006, or as part of the May budget revise. But, again I cannot guarantee, and I am not willing to falsely encourage anyone until I am confident that I have support at the highest level.

The second most commonly asked questions are regarding the organizational structure of CDF and whether or not I am planning any organizational changes. With the vacancy of the chief deputies positions (Fire Marshal and Chief Deputy Director), my span of control is excessive. In addition, not having a background in Resource Management, I need help in this area. I have recently been discussing this fact with Secretary Chrisman.

I do believe that we should, in an inclusive way, evaluate the organizational structure of CDF from time to time. A number of people have questions about the recent reorganization and how well it is working. This is more profound with the number of supervisor and manager vacancies. I do plan to put together a

representative advisory committee to address this in the near future. A few key questions I would like them to answer include the following:

- a) Are we organized in a way that fosters good organizational decision-making?
- b) Are we organized in a way that fosters good organizational communication?
- c) Does our structure allow us to operate in an effective and efficient manner?
- d) Does our organizational structure foster good succession planning?
- e) Are leaders empowered and accountable to carry out CDF's mission?
- f) Does the customer benefit from the way we are organized?

This will be one of my priorities in the two-year work plan that is currently under development. Change is not something that should be feared, but rather it is an opportunity for continuous improvement and adaptation to changing times and challenges. I look forward to hearing your thoughts on this subject in the near future.

Regards,



Ruben Grijalva, Chief
Acting Director

Archaeology

On Friday I attended the Society of California Archeology's 40th Annual Awards Banquet in Ventura Beach, California with Richard Jenkins. CDF Archeologists were presented the Mark Raymond Harrington Achievement Award for Conservation Archeology. It was an honor for me to accept the award on their behalf. All of us at CDF should be proud of their accomplishments and this distinguished award and recognition.

Some very interesting links are posted recently on the CDF Archaeology Program Web Site. The CDF Archaeology Program maintains this web site with Indiana University. The items are stored on IU's server, not CDF's, and the reports are as diverse as "Charmstone Discovery in the Redwood Forests of Mendocino County, California" to the History of CDF and History of the CDF Archaeology Program. To further explore the content go to the CDF [Archaeology](#) link.

Aviation Management

McClellan is busy these days, with pilot training on all aircraft. Both CDF and contract pilots reconvene this time every year for their annual currency training, consisting of classroom ground school and multiple flights. Pilot training and aircraft maintenance are both on schedule to be completed prior to fire season. The Safety Department is finalizing its Operational Assistance Readiness checklist, designed to help each of the Air attack and Helitack bases monitor their

own safety and readiness levels. This checklist, formatted similar to that used in the Interagency Airtanker Base Operations Guide, will be followed by periodic reviews conducted by AMU.

Office of State Fire Marshal

The annual OSFM Pipeline Safety Conference was held on March 21-22, 2006 in Bakersfield. Approximately 120 attended, which is up from last year. Fire engineering staff is working on the schedule for six fireworks training classes statewide for the upcoming fireworks season. This is annual training for CDF/SFM and local officials who inspect fireworks shows. Dates and locations will be announced soon.

Fire Protection Operations

Unfortunately due to some technical difficulties, many Emergency Command Centers are unable to complete necessary Resource Ordering and Status System (ROSS) pre-deployment drills. These drills, and resulting feedback, are critical for a successful implementation. Therefore, ROSS deployment will be delayed for two weeks. The new implementation date will be April 15.

A work group has begun to look at the statistical reports that are wanted and needed from our automated systems Computer Aided Dispatch (CAD), (ROSS), and California All Incident Reporting System (CAIRS). A letter went out last week requesting input on the information the each unit needs or wants as well as the methods and systems they are currently using to gather this information. Please direct this input to Linda Madden at Sacramento Fire Protection. One of the many objectives of this group is to begin identifying needed reports and the system of records for data. See the CAIRS web page on the CDF intranet for the latest information on this project.

Mobile Equipment

The Mobile Equipment pre-bid conference for the next Fire Engine and ECT contract was held at Davis on Tuesday. There were approximately 60 in attendance including, DGS Procurement, CDF Management Services, OES and CDF Chief Officers, and CDF Firefighters Local 2881 representatives. Attendance was mandatory for the manufacturers planning to submit bids. This meeting was held to inform all potential bidders as to the bidding requirements and the expectations of CDF and OES expectations including due dates. All questions pertaining to the specific specifications, requirements or conditions are to be submitted in writing to DGS Procurement by the end of business on April 3. The DGS Procurement, CDF and OES Mobile Equipment staff will be meeting on Tuesday to begin providing written answers or clarifications to all questions concerning the bid package. This will be a lengthy process due to the activity that this bid package has generated. The tentative bid opening date is April 18.

Davis Mobile Equipment would like to thank Fire Equipment Managers Scott Hogan from Amador El Dorado and Arny Bolkcom from Humboldt Del Norte for making arrangements of the display of a Model # 34 and an Emergency Crew Transport at the pre-bid conference.

The following is a list of manufacturers who attended the pre-bid conference:

International Truck & Engine	West-Mark
Freightliner	American LaFrance
Westates	HME
Smeal	KME
E-One	Ferrara
Pierce	Braun Northwest
Placer Fire	Valley Fire Services
Boise Mobile	Elkhart Brass
Rosenbauer (Central States)	Waterous Pumps
MasterBody	Hale Pumps
Hackney	Darley Pumps
	Federal Signal

Additionally, the remaining augmentation engines have been returned from the Southern Region, three pick-ups were released to the Riverside Unit, one law enforcement sedan to the Academy and the remaining chippers were picked up by MVU.